

2005 ARMY ACQUISITION WORKFORCE CONFERENCE



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Transforming the Organizations, Leaders & Workforce of Tomorrow

AAC Transformation Change Leadership

Change Leadership Team #3 - Gold Team

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Issues:	Recommendations:
Design, get approved, and distribute a civilian deployment handbook	Publicize handbook location
Strategy/Resource Plan:	Timeline/Deliverables:
No change	Completed Posted at www.cpol.army.mil

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Issues: Develop and implement a Civilian Operational Experience Program throughout the Acquisition Community	Recommendations: Push implementation to the right
Strategy/Resource Plan: <ul style="list-style-type: none">• Implement recommendation for ASC allocation chart of partnerships between Acquisition organizations and specific UAs• Identify pilot program to establish implementation plan	Timeline/Deliverables: Move from tactical to operational timeframe within the TCP

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Issues: Provide a virtual operational awareness program for the AT&L workforce	Recommendations: Coordinate with Force Development (FD) for current, relevant information to “green” the workforce
Strategy/Resource Plan: Explore distribution methods such as AKO to ensure current information	Timeline/Deliverables: No change

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Issues:	Recommendations:
Expand TWI programs to include civilian workforce	Phased approach starting at the local level – one on one exchange optimal but not necessary
Strategy/Resource Plan:	Timeline/Deliverables:
No change	<ul style="list-style-type: none">• Pilot location to be identified by August 2005• Expand to broader regions in strategic timeframe

and

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program funding accordingly

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Issues: Establish consequences for not meeting certification requirements	Recommendations: MILDEP policy memorandum to place responsibility in supervisor's and employee's performance objectives
Strategy/Resource Plan: No change	Timeline/Deliverables: June 2005

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Summary of Recommendations

- Publicize Deployment Handbook throughout Acquisition community
- Move the Civilian Operational Experience Program initiative to the right in order to align it to Army campaign alignment decisions
- Push virtual “greening” information to the Acquisition community
- Initially implement TWI within a local community but program funding to allow expansion to a broader region
- Emphasize supervisory and employee accountability for meeting certification requirements through MILDEP policy memorandum